



ISA Associates, Inc., Alexandria, VA

Healthy WorkLife Program for Young Adults in the Workplace (YIW) under the Center for Substance Abuse Prevention and Substance Abuse and Mental Health Services Administration (SAMHSA)

The ISA Group

1. YIW Program Overview

- About Young Adults in the Workplace (YIW) initiative:
 - A multi-site collaborative project
 - Six multidisciplinary SAMHSA-funded grant teams
 - Implementing and evaluating workplace-based substance abuse prevention and early intervention programs for young workers
 - Designed to provide employers, unions, and organizations empirical information about the efficacy of a diverse set of approaches to prevention and early intervention of substance abuse and comorbidity

2. Healthy WorkLife Program Description

- "Healthy WorkLife" intervention
 - Developed by ISA
 - Adapted for hospital setting
- DVD-based program focuses on:
 - General health issues
 - E.g., stress management, nutrition
 - Substance abuse topics
 - E.g., alcohol, illicit drugs, prescription drugs
- Participants are given access to ISA's:
 - Web-based health promotion program
 - Substance abuse prevention program
- Goals of the program:
 - Improve attitudes and behaviors related to substance use
 - Improve coping and stress relief strategies
 - Increase presenteeism
 - Reduce outward expressions of anger
 - Reduce rates of turnover and absenteeism

Salient Messages

- Skills training
- Focus on work-life balance
- Use multimedia technology to deliver message
 - Internet, DVD
- Frame substance use prevention in larger holistic context of health
 - Physical and emotional
- Emphasis on social and peer influences

2. Healthy WorkLife Program Description (cont'd)

Adaptation for Young Adults

- Less emphasis on
 - Promoting healthful behaviors for health sake
- More emphasis on
 - Connecting health behaviors & getting ahead at work
 - "Being on top of your game"
- Frame substance use prevention in larger holistic context of health
 - Physical & emotional
- Emphasis on social and peer influences

3. Demographics and Participating Industry

- | Demographics | Participating Industry |
|---------------------|------------------------|
| 900–2,000 employees | Healthcare Industry |
| Ages 18 to 29 | Hospital settings |
| | New York, NY |

4. Early Process Findings

- It is important to gain support and feedback from all levels of management
 - E.g., administrative staff, union representatives, department heads
- Conducting research in academic medical centers can pose a number of challenges
- Focus groups with young adult employees provided helpful insights
 - Young adults acknowledged:
 - The importance of building stress management skills,
 - Learning the connection between work and health behaviors, and
 - Addressing specific issues related to the accessibility of prescription drugs
- Differences in this generation of young adults:
 - Access to more potent drugs
 - Work to live versus live to work
 - Work-life balance is very important
 - If they don't like a job, they will quit
 - Flexibility is key
 - This generation is "wired"

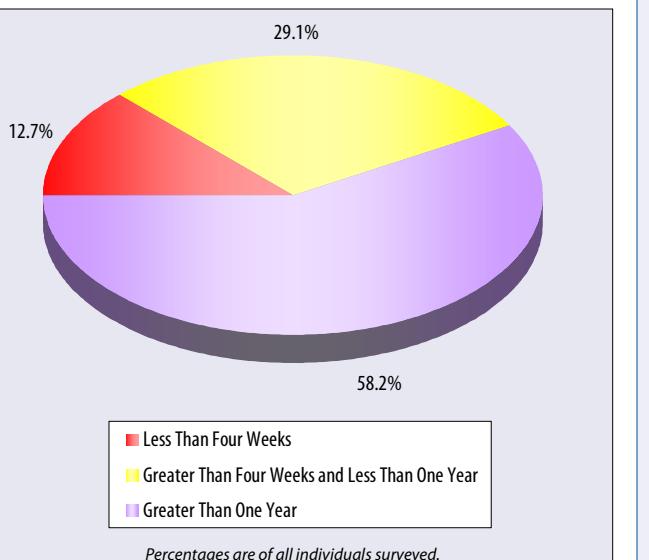
5. Survey Information

- Baseline survey data describe demographic characteristics as well as behaviors and perceptions concerning substance use of the workers surveyed.
- Not surprisingly, the age of this sample is significantly older than the overall cross site as those that work in a health care setting are more likely to delay work onset to complete higher education.

Number of Individuals Surveyed	Age (Years)
Mean	Std. Dev.
55	26.3 2.7

6. Early Survey Findings

Figure 1. Duration at Current Job



Eighty-seven percent of the population has been with the organization more than four weeks and nearly 60% have been there over one year so the organization would clearly benefit from a health promotion and high-risk behavior prevention program because employees do not turnover quickly. In terms of comparisons with the cross site, this population had a greater percentage of employees who had been with the organization more than one year, probably due to the fact that this is an older population. The somewhat larger percentage of employees who had been with the organization less than four weeks reflects the fact that the study has been actively recruiting participants from newly hired nurses.

6. Early Survey Findings (continued)

Figure 2. Age at First Use of Substance

The age of onset for this population was somewhat older than that of the cross site, particularly for marijuana. This characteristic may be related to the fact that there was little substance abuse (past 30 day use of marijuana or illegal drugs) among this population and there is a relationship between early onset of use and later abuse. Age of first use for this population may also be higher because with an older population you have the possibility of a later onset of use. Specifically, if most of the individuals in the sample are 25 years of age or older, then it is possible for the average age of onset of use to be 20. If most of the individuals in the population are 19 years of age, then it is not possible to have onset of use to be 20 years of age.

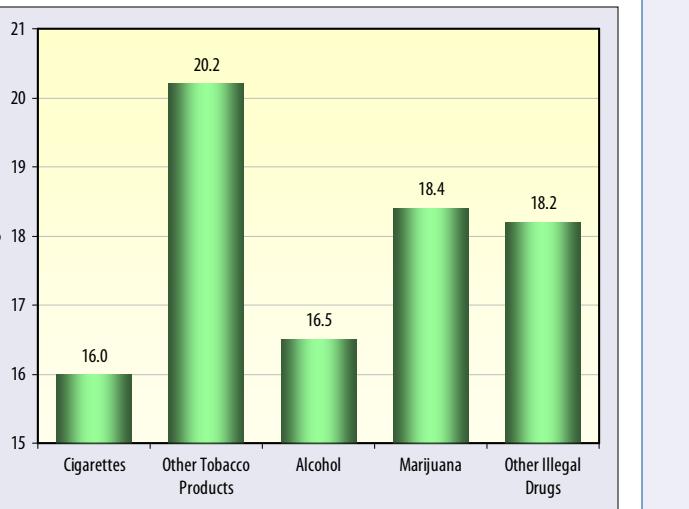


Figure 3. Substance Use: Lifetime, Past Year, and Past Thirty Days

The Lifetime Usage Rates for all substances for this population are comparable to those in the cross site. However, the past 30 day usage is less (with the exception of alcohol). This is particularly striking with regard to cigarette use and marijuana use. The low usage rates for cigarettes, other tobacco products, marijuana and other illegal drugs may be related to the fact that the workplace is a health care setting. The relatively higher 30-day use of alcohol may be due to the fact that this population is significantly older than the cross site and, therefore, alcohol use is not an illegal behavior.

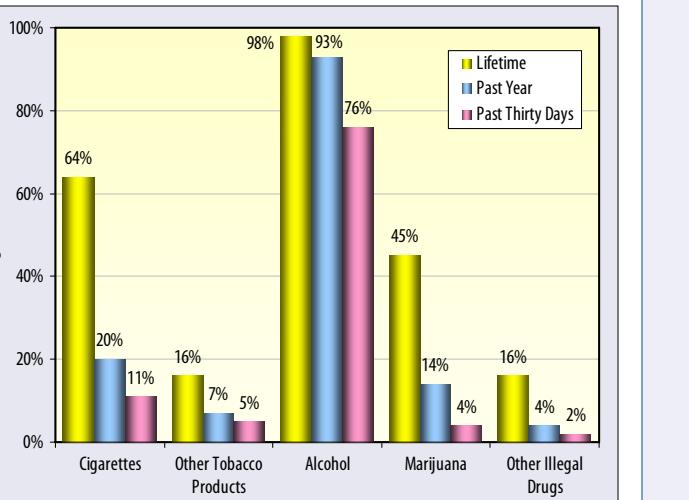
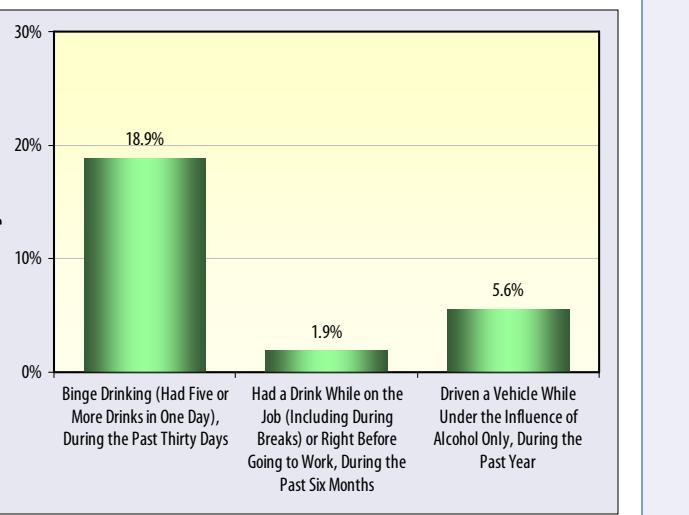


Figure 4. Alcohol-Related Risky Behaviors

It is interesting to note that while the study population had a greater percentage of current alcohol users than the cross site, the percentage of people engaged in risky alcohol use was lower. One possible explanation for all three behaviors is simply that risky alcohol use behaviors decrease with age and the study population was significantly older than that of the cross site. "Driving Under the Influence" may also be lower because the study site is located in an urban setting where individuals are more likely to use taxis and mass transit than drive their own car. "Drinking While on the Job" is likely to be lower in a health care setting than in some other industries (for example, hospitality).



6. Early Survey Findings (continued)

Figure 5. Perception of Harm Associated with Binge Drinking, by Binge Drinking in the Past Thirty Days

The prevalence of use of cigarettes and marijuana are each too small for the items to be included in the chart. Not surprisingly, with respect to perceived risk of binge drinking, the findings indicate that binge drinkers are more likely to minimize risk. Curiously, unlike the cross site, no one in this study group responded by indicating no risk, which is likely related again to both being older and working in a health care setting.

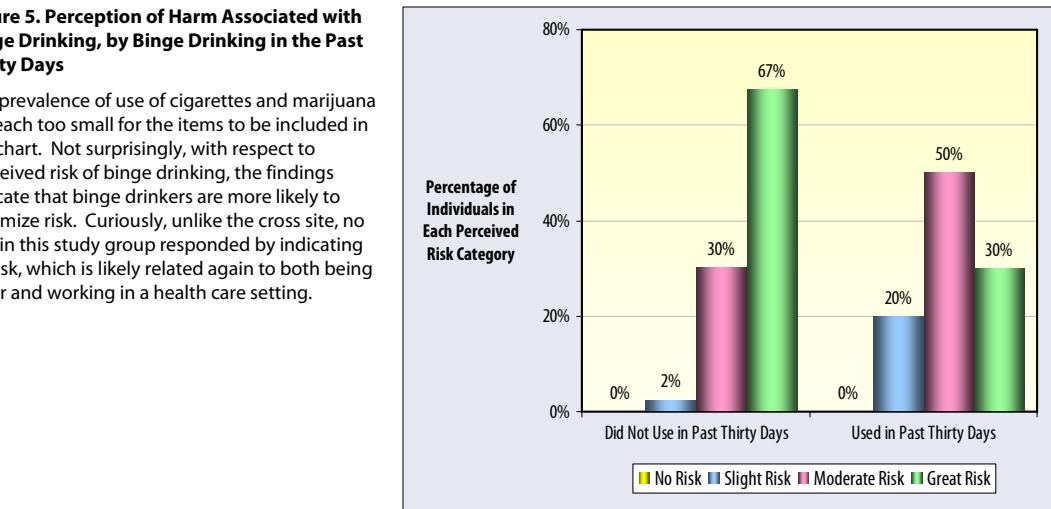
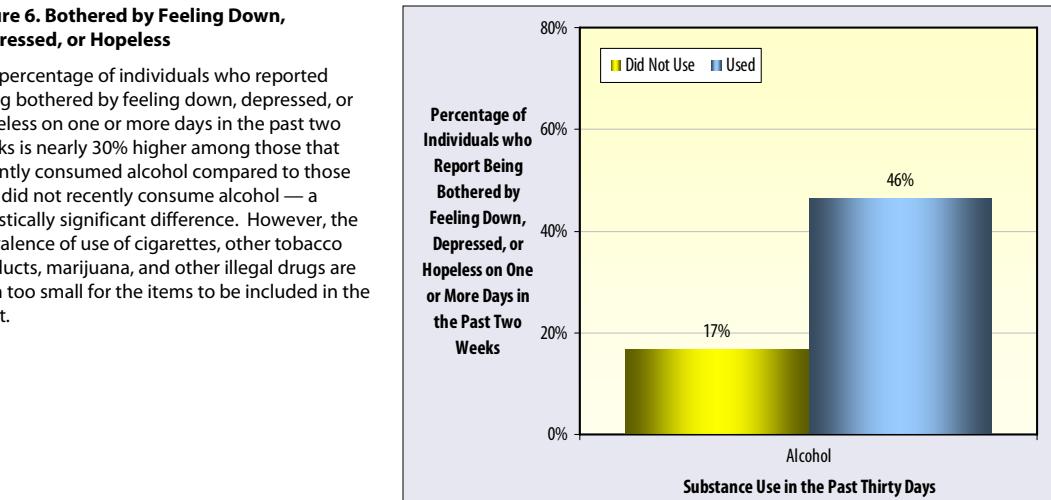


Figure 6. Bothered by Feeling Down, Depressed, or Hopeless

The percentage of individuals who reported being bothered by feeling down, depressed, or hopeless on one or more days in the past two weeks is nearly 30% higher among those that recently consumed alcohol compared to those that did not recently consume alcohol — a statistically significant difference. However, the prevalence of use of cigarettes, other tobacco products, marijuana, and other illegal drugs are each too small for the items to be included in the chart.



Summary of Early Findings

These preliminary descriptive statistics highlight the importance of understanding your workplace and its young adult population. In a number of areas, the descriptive statistics for this study differ substantially from those of the cross site. The primary factors associated with these differences are the age of the population and the worksite setting (both the industry type and community setting). Even among the relatively narrow band that comprises the "young adult" age band, it is important to take into consideration differences among young adult age groups and young adults in different worksite settings when developing health promotion and substance abuse prevention interventions targeting this population.

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